

WABI
EEO PUBLIC FILE REPORT
12/1/2020-11/30/2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|--------------------------------|---|--------------------|
| ASSIGNMENT EDITOR | 1,2,3,4,5,6 | 1 |
| METEOROLOGIST/MMJ | 1,2,3,4,5,6,9 | 9 |
| ANCHOR/MMJ | 1,2,3,4,5,6,8 | 8 |
| METEOROLOGIST | 1,2,3,4,5,6,7,9 | 9 |
| ACCOUNT EXECUTIVE | 1,2,3,4,5,6,7,9,10 | 7 |
| MMJ/ANCHOR (MIDWEEK PM NEWS) | 1,2,7,11 | 7 |
| MORNING SHOW ANCHOR | 1,2,12,13 | 2 |
| SPORTS DIRECTOR | 1,2,7,11,13 | 2 |
| ACCOUNT EXECUTVE | 1,2,8 | 8 |
| PRODUCER | 1,2,7,8 | 8 |
| DIRECTOR | 1,2,7,8 | 8 |
| ASSOCIATE PRODUCER (P/T WE AM) | 1,2,7,14 | 7 |
| ASSOCIATE PRODUCER (P/T WE PM) | 1,2,7,14 | 14 |
| ASSOCIATE PRODUCER (P/T WD AM) | 1,2,7 | 1 |
| ASSOCIATE PRODUCER (P/T WD AM) | 1,2 | 1 |
| DIRECTOR | 1,2,7,15 | 1 |
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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|---|--|
| 1 | INDEED.COM | NO | 14 |
| 2 | GRAY.TV CAREERS/WABI.TV (LINKS TO GRAY.TV) | NO | 12 |
| 3 | PEOPLEMATTER/SNAG.COM | NO | 0 |
| 4 | MIDMAINE CHAMBER OF COMMERCE | NO | 0 |
| 5 | SKOWHEGAN AREA CHAMBER OF COMMERCE | NO | 0 |
| 6 | ELLSWORTH CHAMBER OF COMMERCE | NO | 0 |
| 7 | EMPLOYEE REFERRAL | NO | 19 |
| 8 | INTERNAL WABI EMPLOYEE | NO | 5 |
| 9 | FACEBOOK | NO | 2 |
| 10 | LINKEDIN | NO | 2 |
| 11 | HANDSHAKE | NO | 1 |
| 12 | FORMER EMPLOYEE | NO | 3 |
| 13 | NATIONAL ASSOCIATION OF BLACK JOURNALISTS | NO | 0 |
| 14 | NEW ENGLAND SCHOOL OF COMMUNICATIONS | NO | 2 |
| 15 | TVJOBS.COM | NO | 1 |
| 16 | | | |
| 17 | | | |
| 18 | | | |
| 19 | | | |
| 20 | | | |
| (etc.) | | | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 61 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|--|---|
| 1 | Provide EEO Training to Management Level Personnel | 5/12/2021-6/16/2021 – Office Manager and Assistant News Director Participated in Foundations in Diversity, Equity and Inclusion Training. |
| 2 | Participate in events sponsored by educational institutions relating to career opportunities in broadcasting | 3/5/2021- Chief Meteorologist presented to Holbrook Middle School in Holden, ME for Career Day |
| 3 | Participate in events sponsored by educational institutions relating to career opportunities in broadcasting | 4/14/2021- Anchor/Reporter spoke via zoom to Nokomis High School as part of the Olympia Leadership Program |
| 4 | Participate in events sponsored by educational institutions relating to career opportunities in broadcasting | <p>4/9/2021- Chief Photographer participated via Zoom in a New England School of Communications Evaluation on a shooting techniques seminar</p> <p>8/4/2021- Anchor/Reporter was guest speaker at Maine Media Camp, put on by New England School of Communication at Husson Univeristy</p> <p>11/11/2021- Chief Photographer participated via Zoom in a New England School of Communications Evaluation on a shooting techniques seminar</p> |